



# ***Maryland Rehabilitation Conference: Supporting Transitioning Youth on a Trajectory Toward their Good Life and Employment***

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**Staci Jones, Statewide Career and Employment Services  
Coordinator, DDA**

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*Brief History*

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# Maryland Employment First

# Major Initiatives

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Employment as one of DDA's 5 Focus Areas:



# Major Initiatives

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**2009-** [DDA position statement drafted](#)

**2014-** [DDA/SELN employment outcome data initiative](#)

**2016-** Formation of [Maryland Employment First State Leadership Team](#)

**2016-** [Ken Capone- Equal Employment Act](#) (14c phase out)

**2016-** [National Technical Assistance Center on Transition \(NTACT\)](#)

**2016-2018-** Employment First State Leadership Mentor Program

**2018-** [DDA and DORS \(VR\) MOU update](#)

**2018-** non-residential site validation and compliance visits

**2016-2019-** [Provider Technical Assistance opportunities, Communities of Practice and other stakeholder outreach and education](#)

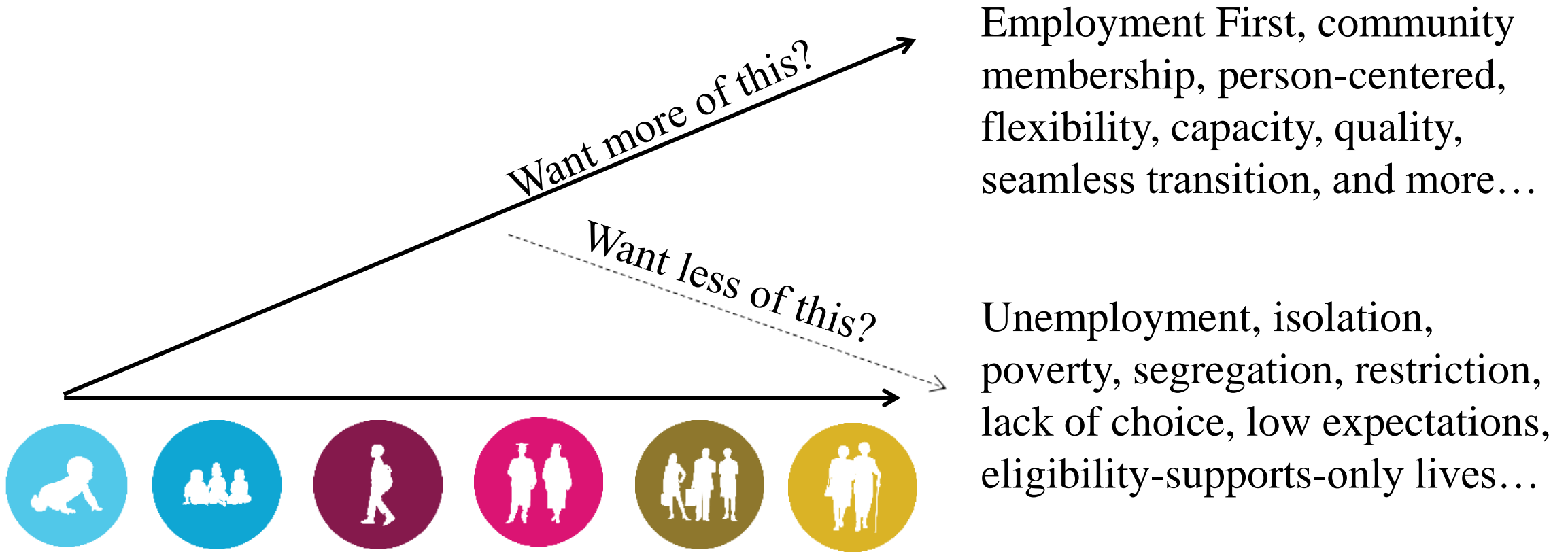
# Maryland Meaningful Day Service System

2018- new [menu of services outlined to start 7/1/20](#)

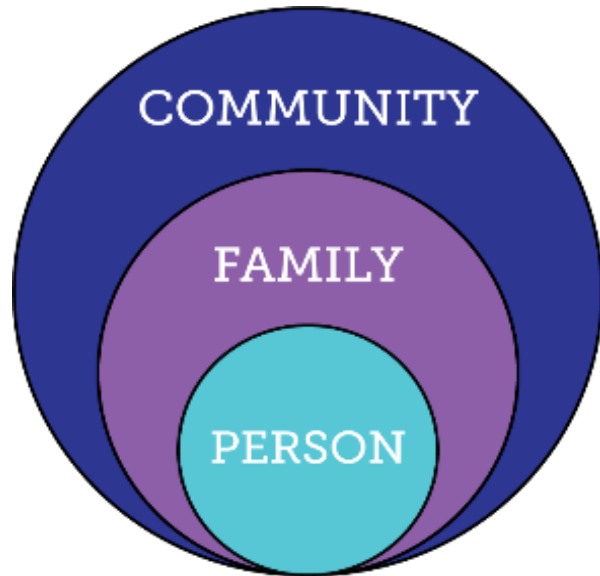
Phasing Out

Available Today	Effective July 2020
Supported Employment	Employment Services <ul style="list-style-type: none"><li>• Discovery</li><li>• Job Development</li><li>• Follow Along Supports</li><li>• On-going Job Supports</li><li>• Co-worker Supports</li><li>• Self-Employment Development Supports</li></ul>
Employment Discovery and Customization Services	
Career Exploration <ul style="list-style-type: none"><li>• Facility Based Supports</li><li>• Small Group Supports</li><li>• Large Group Supports</li></ul>	Career Exploration <ul style="list-style-type: none"><li>• Facility Based Supports</li><li>• Small Group Supports</li><li>• Large Group Supports</li></ul>
Community Development Services	Community Development Services
Day Habilitation	Day Habilitation
Medical Day Care	Medical Day Care

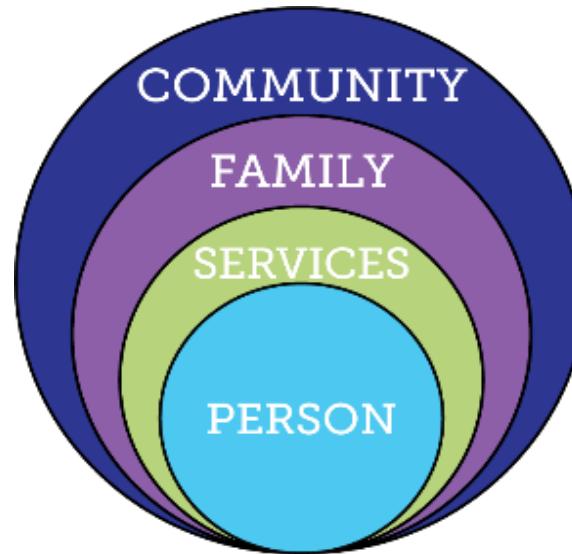
# DDA's Employment First Trajectory



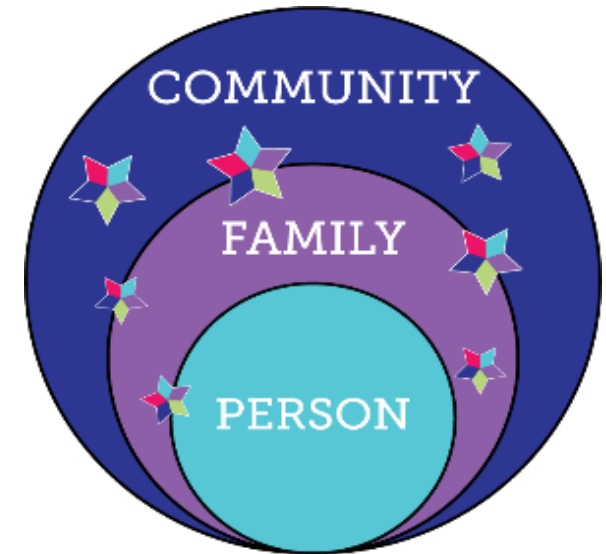
# Moving away from Program Life



Everyone exists within the context of family and community



Traditional Disability Services



Integrated Services and Supports within context of person, family and community

*Charting the Life Course Framework*

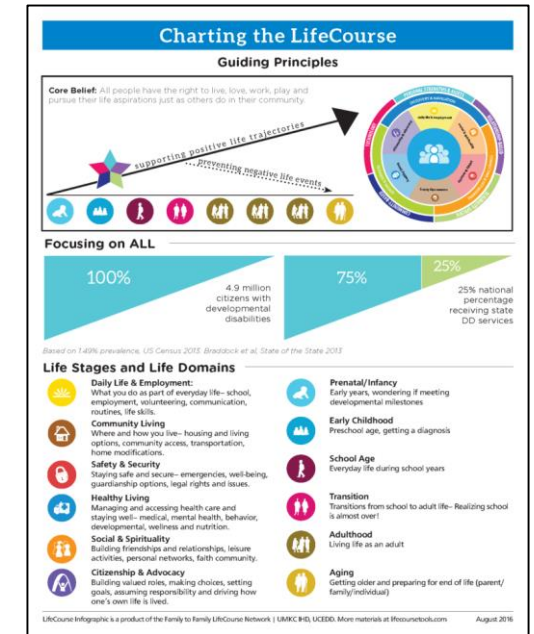
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**Focusing on the “Why”**



# Charting the Life Course Framework

- Created by Families (UMKC- IHD F2F) to help individuals and families of all abilities develop a vision for a “Good Life”
- Think about what they need to know and do
- Identify how to find or develop supports /resources
- Discover what it takes to live lives of their choosing
- Universal Application



*Focusing on the “Why”*

# All People

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Have the right to live, love, learn, work and pursue their aspirations in their community.



# Vision for the Good Life

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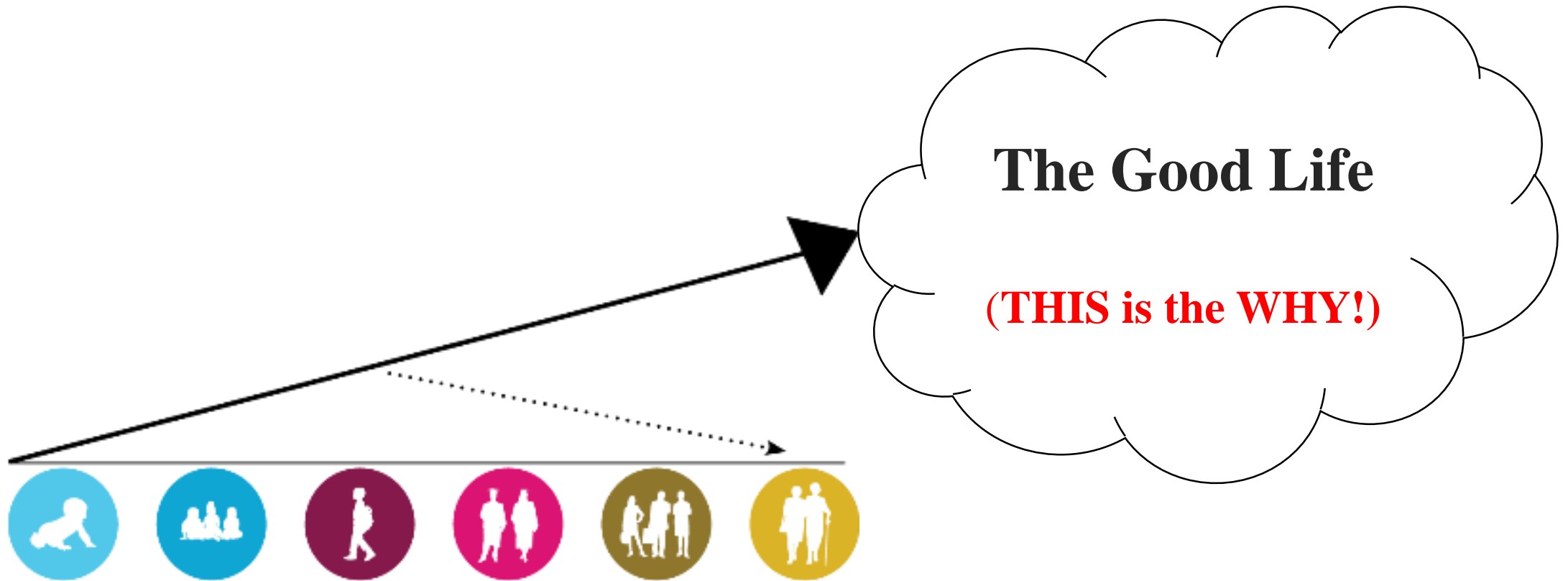
**The Individual** will achieve self-determination, interdependence, productivity, integration, and inclusion in all facets of community life.



**Families** will be supported in ways that maximize their capacity, strengths, and unique abilities to best nurture, love, and support all individual members to achieve their goals.

*Focusing on the “Why”*

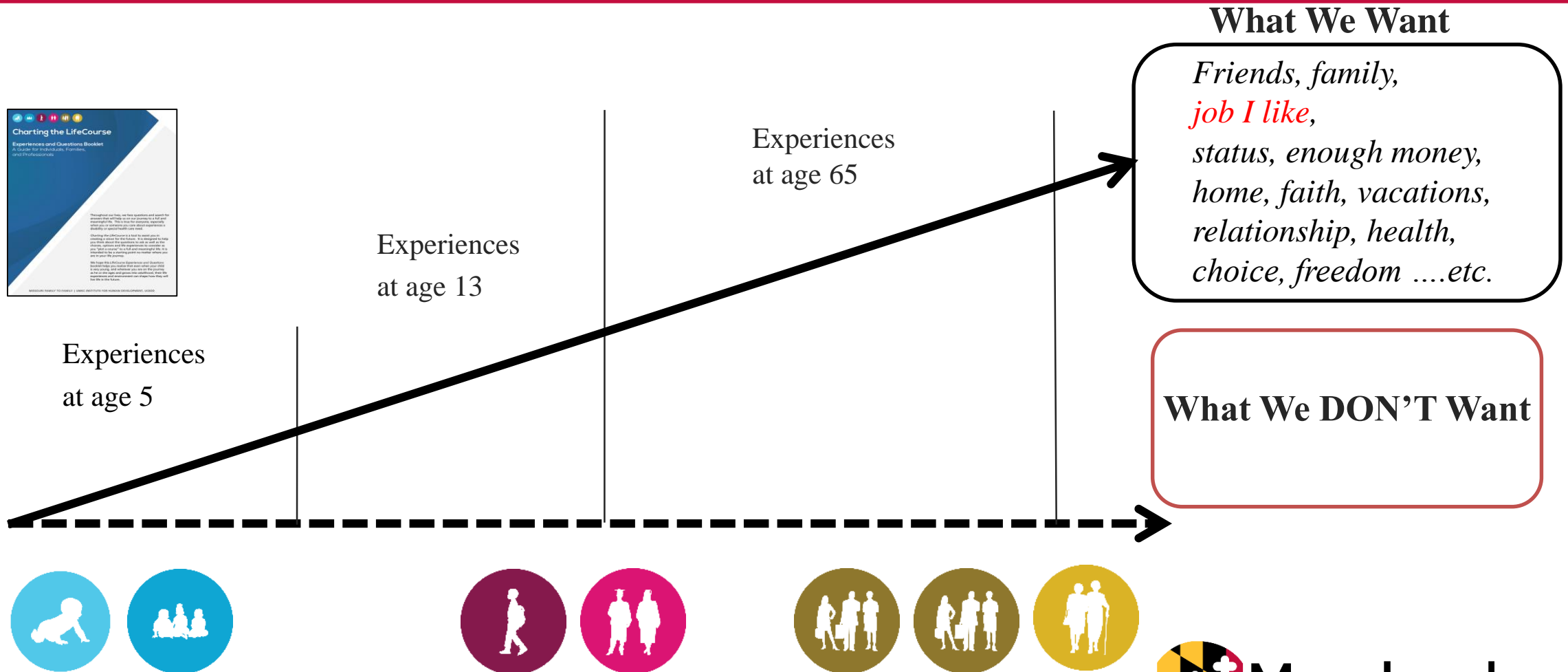
# Trajectory and Life Stages





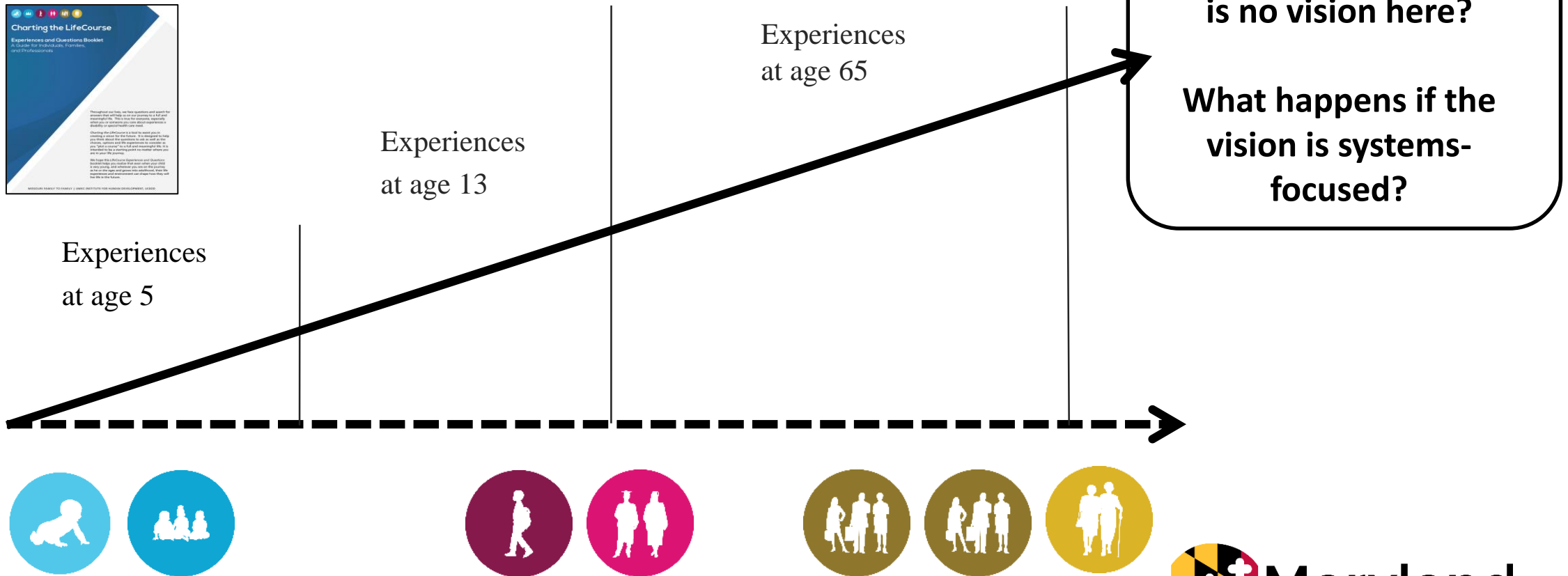
Focusing on the “Why”

# Experiences and Outcomes



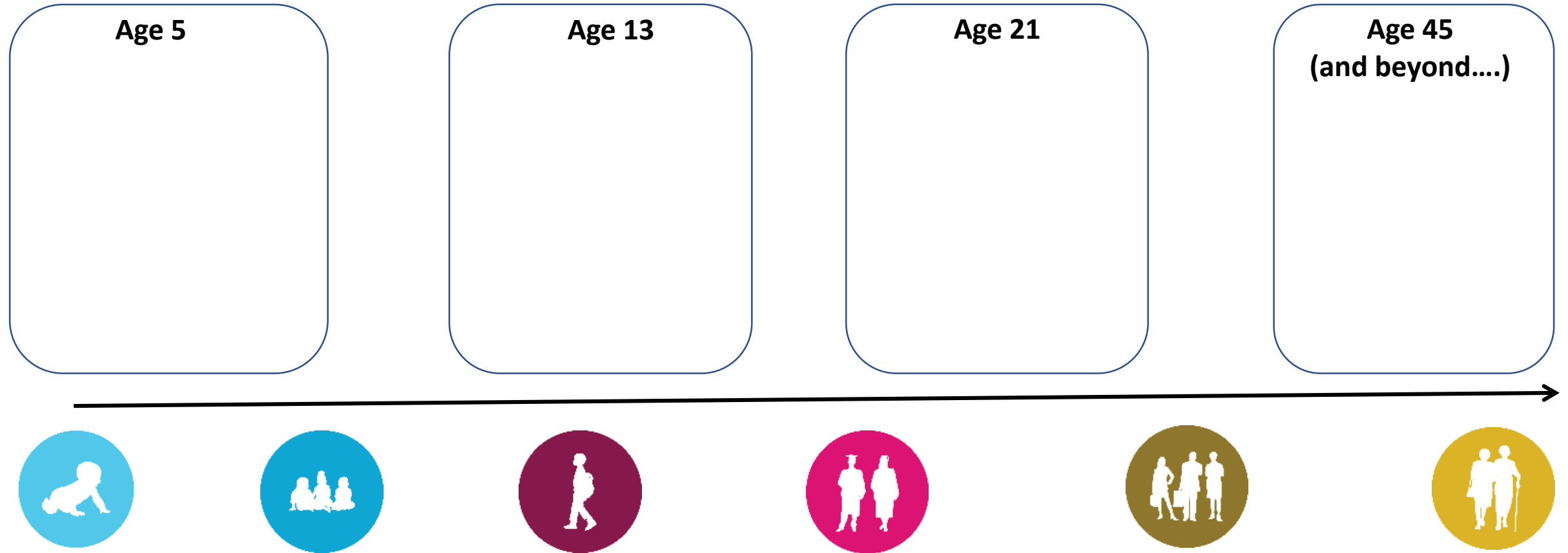
Focusing on the “Why”

# Experiences and Outcomes

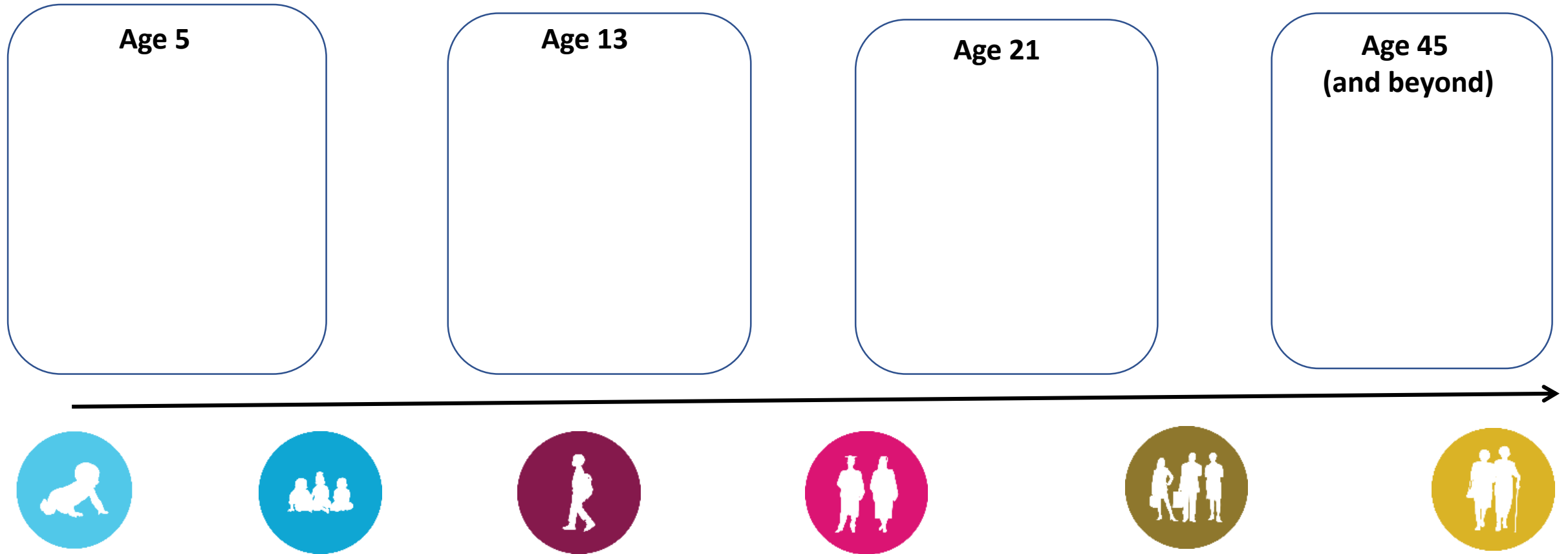


# What happens if there is no vision for work?

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# What *could* or *does* happen when there is a vision for work?





# What *could* or *does* happen when there is a vision?

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At any/every age, if you treat a person like they are a person that **can work if they want to**, then the rest of their lives will be oriented that way.....



# What *could* or *does* happen when there is NOT a vision?

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As soon as we determine or declare that someone can't work, then conversely, their lives will also be oriented that way.....



*Charting the Life Course Framework*

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# **Figuring out the “How”**

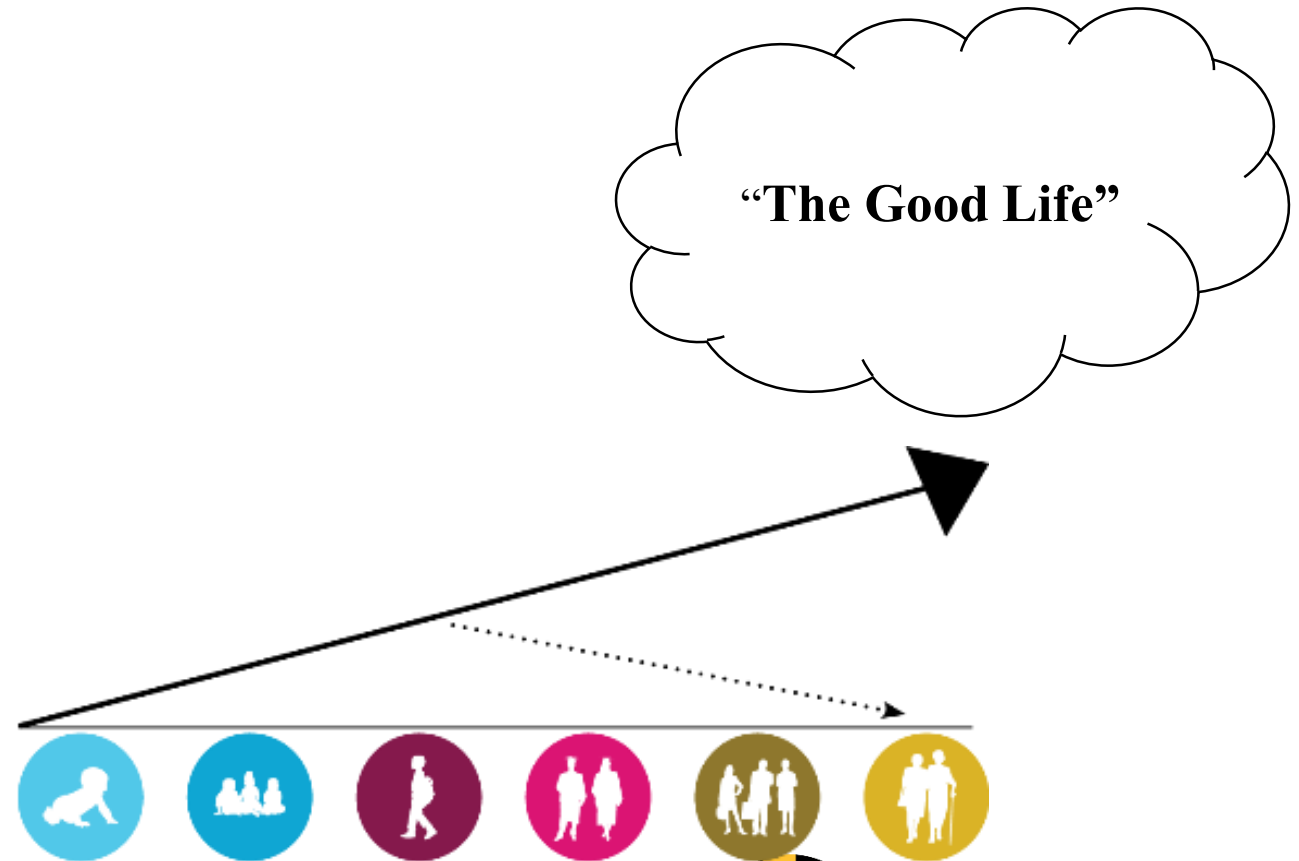
# Integrated Supports Star

- **All** people need support to lead good lives
- Using a combination of many different kinds of support helps to plot a trajectory toward an inclusive, quality, community life
- This tool can help people brainstorm the supports that they already have or might need in order to work in partnership to make their vision for a good life possible



Figuring out the “How”

# “The Good Life”





# Questions

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# Resources

## LifeCourse Tools



## DDA's Employment Data Initiative



<https://www.statedata.info/mdda/>





# Resources

## Quick Links

- > About DDA
- > Recommended Websites
- > Forms & Policies

## Services We Provide

- > Behavior Supports
- > Coordination Of Community Services
- > Employment
- > Housing
- > Low Intensity Supports Services (LISS)
- > Nursing
- > Self-Directed Services
- > Training and Webinars
- > Transitioning Youth

## Current Initiatives

- > DDA's Transformation Plan
- > Community Pathways Waiver - Renewal 2018
- > Family Supports Waiver
- > Community Supports Waiver
- > Health Risk Screening Tool Information
- > Support Intensity Scale
- > Home and Community-Based Services (HCBS) final rule
- > Volunteer Opportunities

## Employment Services



Employment First is a concept to facilitate the full inclusion of people with the most significant disabilities in the workplace and community. Under the Employment First approach, community-based, integrated employment is the first option for employment services for youth and adults with significant disabilities.

### Maryland Department of Disabilities: employABILITY **\*NEW\***

### Employment First Frequently Asked Questions: Updated 9/17

### Strategic Plan

### Outcomes and Goals

### Strategic Plan Appendix

### Strategic Plan FY18 Update

### Videos

The Developmental Disabilities Administration is committed to enhancing community employment options for persons with developmental disabilities. The guiding principle of Employment First is that all individuals who want to work can work and contribute to their community when given opportunity, training, and supports that build upon their unique talents, skills and abilities. Everyone of working age, and those supporting them, should consider employment as the first option prior to any other service options. As fully participating members of their community, individuals with developmental disabilities will be afforded the opportunity to earn a living wage and engage in work that makes sense to them. Career exploration and planning will be supported when assisting individuals in making informed choices in designing their unique

## Resources

### Ways to stay informed of DDA Employment First Updates:

Sign up here to get on the Employment First updates mailing list



Questions or comments related to Employment First? Email [Staci.Jones@Maryland.gov](mailto:Staci.Jones@Maryland.gov)

### Success Stories



### DDA's Employment Data Initiative

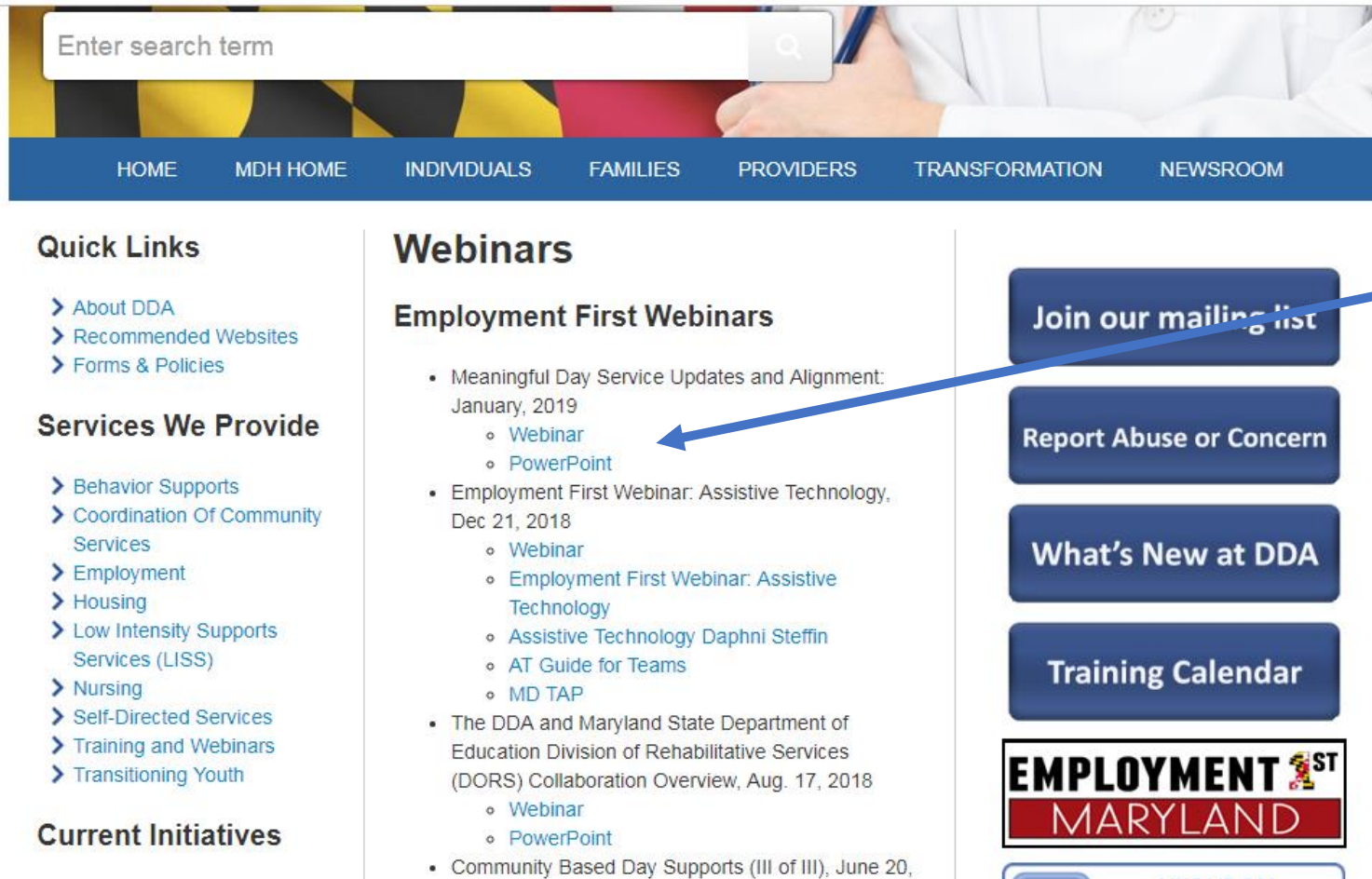
This website summarizes data collected at the individual level for people who receive employment or related day supports funded by the Maryland Developmental Disabilities Administration. Data on variables such as total wages or total hours of participation are for the two-week data collection interval.  
<https://www.statedata.info/mdda/>

### Transformation

- [Conversations Around Employment](#)
- [ODEP Transformation Manuals](#)
  - 2017
  - 2018
- [Provider Self Assessment](#)
  - Part I
  - Part II
- [When the Sheltered-Workshop Closes](#)
- [T-Tap: A Mentor Guide to Increase](#)

<https://dda.health.maryland.gov/Pages/employment.aspx>

# Meaningful Day Services



Enter search term

HOME MDH HOME INDIVIDUALS FAMILIES PROVIDERS TRANSFORMATION NEWSROOM

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- > Transitioning Youth

**Current Initiatives**

**Webinars**

**Employment First Webinars**

- Meaningful Day Service Updates and Alignment: January, 2019
  - [Webinar](#)
  - [PowerPoint](#)
- Employment First Webinar: Assistive Technology, Dec 21, 2018
  - [Webinar](#)
  - [Employment First Webinar: Assistive Technology](#)
  - [Assistive Technology Daphni Steffin](#)
  - [AT Guide for Teams](#)
  - [MD TAP](#)
- The DDA and Maryland State Department of Education Division of Rehabilitative Services (DORS) Collaboration Overview, Aug. 17, 2018
  - [Webinar](#)
  - [PowerPoint](#)
- Community Based Day Supports (III of III), June 20,

**Join our mailing list**

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**What's New at DDA**

**Training Calendar**

**EMPLOYMENT MARYLAND**

For full presentation on Meaningful Day Service descriptions

# DDA Regional Offices

Region Office	Counties Served	Phone
Central Maryland Regional Office	Anne Arundel County, Baltimore City, Baltimore County, Harford County, Howard County	410-234-8200 TDD: 877-874-2494
Eastern Shore Regional Office Kimberly Gscheidle, Director	Caroline, Cecil, Dorchester, Kent, Queen Anne's, Somerset, Talbot, Wicomico, and Worcester Counties	410-572-5920 TDD: 1-800-735-2258
Southern Maryland Regional Office	Calvert, Charles, Montgomery, Prince George's, and St. Mary's Counties	301-362-5100 TDD: 1-888-207-2479
Western Maryland Regional Office Cathy Marshall, Director	Allegany, Carroll, Frederick, Garrett, and Washington Counties	301-791-4670 TDD: 1-888-791-0193

# DDA Regional Office Employment Leads:

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ESRO- [Kathleen.Walker1@Maryland.gov](mailto:Kathleen.Walker1@Maryland.gov)

CMRO- [LaShell.Green@Maryland.gov](mailto:LaShell.Green@Maryland.gov)

WRMO- [Brenda.Sperow@Maryland.gov](mailto:Brenda.Sperow@Maryland.gov)

SMRO- [JasmineD.Thomas@Maryland.gov](mailto:JasmineD.Thomas@Maryland.gov)

# Thank You

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**Staci Jones, Statewide Career and Employment Services Coordinator**

[staci.jones@maryland.gov](mailto:staci.jones@maryland.gov)